



Consultant Namibia Vocational Education Evaluator

A. Introduction

The Millennium Challenge Corporation (MCC) is a United States government-owned corporation responsible for the stewardship of the Millennium Challenge Account (MCA). MCC works with developing countries to promote sustainable economic growth to reduce poverty. As part of the due diligence of each country's proposal, MCC conducts cost-benefit analysis to assess the proposed projects' likely economic impact and cost-effectiveness and estimate the share of the population who may benefit from the program. After a Compact is signed, the Department of Compact Implementation, focusing on results during implementation, is responsible among other things to monitor the economic impact of Compact interventions on household income and poverty reduction.

B. Scope of Work

The Millennium Challenge Corporation (MCC), Department of Policy and International Relations (PIR) is seeking an impact evaluation Consultant to work on the design and implementation of an impact evaluation of the vocational training grants component of the Namibia Compact.

C. Background

MCC signed a \$304.5 million Compact with the Republic of Namibia in July 2008 that includes three projects in Agriculture, Tourism, and Education. The Compact entered into force in September 2009, and is now under implementation.

The compact includes a pilot program for a vocational education grant facility, in which vocational training service providers will compete for grants to administer specific kinds of training programs. The providers who receive grants will then be expected to conduct an open enrollment process and invite students to apply for spots in the designated programs; applicants will have to meet certain criteria in order to be eligible to enroll. It is expected that the number of applications will exceed the spots available. MCC would like to conduct a rigorous impact evaluation of this activity both to provide lessons learned for an eventual scale-up of the pilot program within the activity as well as to inform potential future programs in vocational education.

If feasible, MCC's preference is to develop an evaluation with an experimental design, using a random selection process to determine admission to the training programs among the qualified applicants. If this approach proves to not be feasible, MCC will allow another methodology, provided it will ensure the most rigorous study possible. The impact evaluation Consultant will work with the MCC Monitoring and Evaluation (M&E) counterpart and the Resident Country Director for Namibia to design and implement the evaluation, and to advise and provide oversight on the design, implementation, and data quality of corresponding surveys and datasets.

D. Tasks

Duties will include (but are not limited to):

- a. Review the grant facility's project design and prepare a full evaluation design report that includes, but may not be limited to, the following elements:
 - i. Detailed evaluation methodology and approach
 - ii. Implementation plan and timeline for evaluation
 - iii. Detailed research questions and proposed analytical model
 - iv. Summary of power calculation and accompanying power calculation spreadsheet and any other data files used to complete it
 - v. Relevant sample size calculations for accompanying student tracer surveys
 - vi. List of data sources expected to be used for the evaluation
 - vii. Risk assessment for evaluation, and proposed mitigation measures
 - viii. Recommendations for fully incorporating evaluation design into implementation plan for grants facility
- b. Travel to Namibia to meet with relevant stakeholders, including MCA-Namibia, the National Training Authority (NTA), and training providers, to discuss evaluation design and implementation issues and to become familiar with the grants facility's design and roll-out.
- c. Advise on student tracer survey design, planning, sample calculations, and implementation for all data collection related to the evaluation, advise on survey field work, and review survey data sets to provide technical assistance on data preparation, cleaning, imputation, and other issues as necessary to ensure the data is of the quality needed for the evaluation.
- d. Consolidate relevant data into clean data sets necessary to conduct the evaluation and prepare data files and appropriate documentation for making the data available for public use. The requirements for the submission of these public use data files will follow MCC's guidelines for public use data, which will be provided to the Consultant.
- e. Communicate regularly (on a schedule agreed with MCC) with MCC, MCA-Namibia, the tracer survey firm, and implementers of the grants activity as relevant to discuss and address any issues related to the evaluation or data collection, and provide guidance and technical assistance.
- f. Prepare and submit a short trip report after each trip to Namibia
- g. Implement agreed-upon evaluation strategy according to the approved timeline, and conduct analysis on the results of the pilot program.
- h. Recalculate the Economic Rate of Return (ERR) for comparison to ERRs that were used to inform Compact investment decisions. MCC will provide the most current ERR spreadsheet calculations and discuss any required refinements to the model with the Consultant. MCC will also provide the Contractor with current guidelines for ERR calculations conducted as part of the Independent Impact Evaluations.
- i. Prepare and submit final evaluation and analysis report.

The Consultant will be responsible for the following deliverables:

- a. Evaluation design report
- b. Trip reports for each trip taken to Namibia
- c. Write-up of technical comments on survey design and sampling strategy
- d. Write-up of technical comments on survey field work issues and data preparation, cleaning, and data quality

- e. Quarterly progress reports on the evaluation implementation
- f. Ex-post ERR analysis
- g. Final evaluation and analysis report

NOTE: Consultants that perform services under the resultant contract may be precluded from bidding on works and services procured by the MCA entity of that country. This announcement is not restricted to U.S. citizens.

E. Period of Performance

The consultancy will be for a base period of 12 months, with 4 one year option periods. There is no guarantee that the option periods will be exercised. The consultant will be based in the MCC's Washington, D.C. offices, and contract administration will be performed by a third party to be determined by the MCC.

F. Evaluation Criteria

1. Technical Capability

- PhD in economics, statistics, or relevant quantitative field
- At least two years prior experience conducting impact evaluations, including those with an experimental design
- Sector expertise in vocational education
- Strong analytical survey design, sampling, and data set preparation skills
- Strong econometric skills
- Fluency in English

2. Billing Rates

G. How to Apply

Interested parties should submit by email to recruitment@mcc.gov the following package: 1) Resume, 2) a brief cover letter that addresses the evaluation criteria, discusses prior impact evaluation experience, and provides three professional or academic references, and 3) Salary history with proposed hourly rate. Please include "Namibia Vocational Education Evaluation" in the subject line of your email.

This announcement will expire on May 28, 2010.

MCC is an equal opportunity employer.